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In remembrance



JACQUELINE MCBRIDE/NEWSLINE

From left: Steve Harris, Barbara McDonald, Karen Ballou and Harold Swartz. Members of the Lawrence Livermore Laboratory Armed Forces Veterans Association held a noontime Memorial Day ceremony at the Rose Garden Wednesday, during which they planted a rose bush in memory of Vietnam War veteran and Laboratory employee Doug Brown, who died in June 2003. Harris, who was Brown's supervisor in the ChemTrack Operations Group, paid tribute to Brown's dedication, humor and generosity.

UC Regents approve plan allowing employees to put more money in retirement

At their May 19-20 meeting, UC Regents approved a new voluntary savings plan that effectively doubles the amount of money UC faculty and staff may put into tax-advantaged retirement savings.

In addition to the Tax-Deferred 403(b) Plan UC currently offers, this new plan will give employees even greater opportunities to save for retirement and enjoy the valuable benefits of tax-deferred savings. Plan implementation will occur as soon as is administratively feasible, and is contingent upon the successful search for an external firm that can provide the required record-keeping and investment education services.

The new plan, defined as a 457(b) plan by the Internal Revenue Code (IRC), currently has the same contribution limits as the 403(b) Plan; however, the contribution limits set by the IRC for each plan do not offset one another. For example, an employee who already contributes the maximum amount permitted to UC's 403(b) Plan (\$13,000 in 2004) could also put up to \$13,000 annually in tax-deferred savings in the new 457(b) plan. Employees will have the choice to enroll in either or both plans.

Last year, more than 50,000 employees voluntarily contributed to the 403(b) Plan, with 12,000 employees at all compensation levels contributing the maximum amount permitted by law. The State of California, the California State Uni-

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FROM THE DIRECTOR'S OFFICE

Den Fisher

Safety awareness is key to preventing injuries

Once again the Laboratory will celebrate National Safety Month in June with a variety of activities, including a safety fair. The June 23 safety fair will be our largest ever. It will provide people with helpful information on working safely while on the job and at home.

The goal of the fair is to raise everyone's consciousness about safety, and I encourage everyone to attend. If you learn only one new tip for your own and your family's health and safety, it is time well spent.

Injuries can be prevented by attention to safety. Thinking about safety in everything you do is essential. This is one reason the Laboratory regu-

larly sends the family safety magazine to all employees' homes. We encourage people to think about safety at home as well as at work. Awareness about safety helps people prevent accidents, which is in everyone's best interests.

We have an extremely talented and creative staff at the Lab. I also want the staff to be known as being the safest. Each of us can help prevent accidents if we think about what we are doing before we do it. That is common sense and a basic theme of ISM. In fact, "think ES&H" is so important an idea we have made it the theme of this year's Environment, Safety, and Health Fair.

Safety awareness is only one important part of enhancing the Lab's strong safety culture. Other key focus areas include work planning and control, looking for and correcting hazards before they become a larger concern, safety standards and training, and lessons learned.

Director Michael Anastasio established safety as an overarching institutional priority as part of the Laboratory's "A" list. We have set aggressive safety goals for the Lab. There are many organizations that have gone substantial periods of time with no lost or restricted workdays. If these organizations can do it, so can yours.

Toward this objective, I recently completed what became known as the "safety road show." At the Lab director's request, I visited each of the 13 directorates and presented both Laboratory and directorate-specific safety performance informa-

tion. Not surprisingly, the data showed many common themes (e.g., prevalence of ergonomic injuries), as well as higher accident/injury rates among certain populations specific to each directorate. In response, each directorate submitted to Glenn Mara, deputy director for operations, a set of follow-up actions to improve their safety performance.

In addition, as part of our safety emphasis, a separate Institutional ES&H A-list was developed. The list has 12 sets of activities such as better work planning, awareness of job site hazards, strengthening our Emergency Management program, and implementing a new non-nuclear safety analysis standard. But the one goal that has the broadest application for everyone at the Lab is resuming our downward trend in accident/injury statistics, with a focus on accident prevention and safe behavior.

Laboratory resources are focused on the ES&H A-list topics. For example, our ergonomics program has been expanded, since this is an area where we still experience a large percentage of the injuries. Some of the new activities in this area include activating the 2-ERGO (2-3746) hotline, the Early Intervention Program in work areas to prevent problems from progressing into injuries, developing the ergonomics Website, and better integrating ergonomics work into the ES&H

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LAB COMMUNITY NEWS

Weekly Calendar

Sunday 30 An **antiques fair** will take place in downtown Pleasanton from 8 a.m. to 4 p.m. This is one of the largest outdoor antiques fairs in California. More than 400 dealers sell their wares. The fair is presented by the Pleasanton Downtown Association. For more information, call (925) 484-2199.

Wednesday 2 The **first Wednesday Street Party** in downtown Pleasanton will have a theme of “Island Time.” The event is held from 6 to 9 p.m. on Main Street. Enjoy food from vendors, live music, business and non-profit information booths, and children’s activities. Each party draws more than 4,000 people. It is presented by the Pleasanton Downtown Association. For more information, call (925) 484-2199 or see www.pleasantondowntown.org.

A **Fidelity Retirement Counselor** will be available to assist employees with assessing the current state of their retirement accounts, learning how to plan asset allocation and diversify investments within retirement accounts, as well as identifying income strategies to plan retirement. Fidelity Mutual Funds are available to UC’s workplace retirement plan participants in addition to the UC-managed investment pools. Fidelity’s program includes 150 mutual fund choices in six categories, stock funds, index funds, asset allocation funds, freedom funds, bond funds and money markets. To set up a consultation, call 800-642-7131. When calling be sure to specify you are an LLNL employee.

Thursday 10 The **Benefits Office** is offering a workshop for those who wish to become educated on the fundamental principals of investing titled, “Basic Investment Planning and Savings.” The next session will be held from 8:30 a.m. to noon or 1 p.m. to 4:30 p.m. in Bldg. 571, conference room 1301. The workshop will provide participants with the necessary information to assess the risks and potential rewards associated with a wide range of investment choices.

It will provide participants with tools to prudently decide on investment options. The advantages and disadvantages of investing through UC’s Tax-Deferred 403(b), Defined Contribution Plan, as well as other savings programs will also be discussed. If you are 10 or more years from retirement you will gain from the information provided in this workshop. The cost of this workshop is \$45. Pre-registration is required. Register by visiting the Benefits Office Website at www.llnl.gov/llnl/02employment/benefits/seminars.htm or by contacting the Benefits Office at 2-9957.

The art of cultural education



JACQUELINE MCBRIDE/NEWSLINE

In a lively presentation last week, San Francisco Asian Art Museum Director Emily Sano discussed the development of the innovative museum that reopened its doors in 2003 in the former San Francisco public library at the Civic Center. The museum has been described as not just a collection of artifacts, but a journey through time and space. Sano said she hopes the exhibits will provide insight into both traditional and contemporary Asian culture. “If there’s any time we need to know Asia,” she said, “it’s now.”

BRIEFLY

Retirement account updates

The UC Retirement System has completed the monthly update of accounts and balances in the Tax-Deferred 403(b) Plan, Defined Contribution Plans, and UC Retirement Plan as of the end of April. Semi-annual statements of UC balances are no longer mailed to plan participants. However, you may access your account balance information at any time by viewing the UC benefits Website ([http://aty-](http://aty-ourservice.ucop.edu/)

[ourservice.ucop.edu/](http://aty-ourservice.ucop.edu/)). If you do not have Web access or need further assistance, call the Benefits Office at 2-9955.

Geology instructor sought

San Joaquin Delta College needs a Geology Instructor for an introductory Geology course during the summer session (June 14-August 6). The course meets Monday and Wednesday, from 5:45-9:15pm. A Master’s Degree in Geology (or equivalent) is required. If interested, contact Dr. Theresa McRae (Science and Math Division Chair) at (209) 954-5354, or email: tmcrae@deltacollege.edu.

IN MEMORIAM

Gerald Eveleth

Lab retiree Gerald Eveleth, 61, died at his Los Osos, Calif., home on May 24.

Eveleth and his wife Linda Ashworth moved from Livermore to Los Osos in March 2002. He was diagnosed with malignant melanoma just before moving, and lost the battle.

He began his Lab career in 1965 in the Electronic Engineering Department. He left the Lab in 1979 to pursue other endeavors, returning in 1990 as a biomedical scientist to work in the Human Genome Project. Jerry felt very grateful for the pleasure of working with many fine people at the Lab, as well as for opportunities to learn and grow in various laboratory programs.

He wished to remind all that melanoma is increasing at a rate faster than any other cancer.

According to the American Academy of Dermatology, the lifetime risk is now 1 in 41. See <http://www.melanomafoundation.org> for more information.

Eveleth requested no services in Livermore.

Newsline

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Newsline classified ads to return next week

Due to the upcoming holiday and a shorter *Newsline* this week, classified ads will return to *Newsline*’s page six next week. Classifieds are still available on the internal Website, which is located at <https://www-ais.llnl.gov/newsline/ads/>.

AROUND THE LAB

The impact of technology on society

William E. Kastenberg, Daniel M. Tellep Distinguished Professor of Engineering at UC Berkeley, will discuss “Risk and Ethics: The Impact of Technology on Society” at 1:30 p.m., Wednesday, June 9, in Bldg. 170, room 1091.

Because of the rapidly changing nature of technology, new and complex ethical and risk issues are emerging that bring into question the ability of society to address and, ideally, resolve them. New issues are arising in such areas as biotechnology, information technology, nanotechnology and nuclear technology, and range from protecting the health and welfare of the public and the environment, to patenting living organisms and labeling products containing genetically modified organisms, to concerns regarding the alteration of the ecology of life.

This seminar will focus on the nature of these emerging technologies, their undesirable consequences and unintended impacts, their ethical, legal, and social ramifications, and what individuals and our society value in relation to these issues. The seminar will also examine what ethics, philosophy, and religion, and natural and social science, might have to say about these issues.

Opportunities in new Z Division program

The Information Operations and Analysis Center (IOAC), a growing program within Z Division, will hold a technical seminar at 1:30 p.m. Thursday, June 3, in the Bldg. 132 auditorium for Q/L cleared employees only about opportunities in this program. The IOAC has a variety of interesting and challenging projects underway with a strong focus on national security issues in the areas of network analysis and topology mapping, massive-scale information fusion, precision intelligence, computer security and network defense.

This seminar will provide a classified overview of existing projects underway within the center, as well as an advance look at upcoming new work. The major focus will be on the technology needs to support the program mission and new opportunities coming available. Presenters and other IOAC staff members will be available following the seminar for individual discussion with interested parties. Administrative contact: Lisa Henson, 3-2441.

Planning starts for Day on the Green 2004

Day on the Green is a festival of entertainment celebrating diverse cultures through per-

formance, exhibits and cuisine. This year, Day on the Green will be held on Aug. 12, International Youth Day. August 12 will be a day to celebrate our many cultures and the many cultures of today’s youth — the global leaders of tomorrow.

Lab employees are invited to participate in the celebration. Performers and exhibitors from a wide

range of cultural backgrounds are being sought. Please send suggestions for singers, dancers, art exhibits or educational displays. Each directorate is encouraged to prepare an exhibit that presents their unique culture and contribution to developing today’s youth.

Volunteers are also being sought to assist with the event. If you would like to perform, exhibit or volunteer — or if you have an idea to contribute — contact Michele Cardenas as early as possible, but no later than June 30. She can be reached at 3-2796 or cardenas7@llnl.gov. There will be an informational meeting on Monday, June 14, at noon, Bldg. 571, room 2301. The event is coordinated by the Worklife Programs Office.



RETIREMENT

Continued from page 1

versity, and many local cities and counties also offer employees a 457(b) plan as one of their retirement savings options.

Like the existing 403(b) Plan, the new 457(b)

plan is designed to be self funded at no cost to the University or the retirement system. Ongoing administrative or record-keeping expenses incurred will be borne by the 457(b) plan’s participants only.

The University is currently reviewing bids from several firms to implement and administer

the new plan, and to provide record-keeping and investment education services. Selection criteria include a demonstrated ability to deliver premier financial services and state of the art technology in a cost-effective manner. When the bid has been awarded, the University will announce the results and the effective date of the new 457(b) plan.

Technical Meeting Calendar

Tuesday
1

INSTITUTE FOR SCIENTIFIC COMPUTING RESEARCH

“Induced-Charge Electro-Osmosis,” by Martin Bazant, Massachusetts Institute of Technology. 9 a.m., Bldg. 451, room 1025 (property protection area). Contact: David Trebotich (CASC), 3-2873, or Leslie Bills, 3-8927.

PHYSICS & ADVANCED TECHNOLOGIES DIRECTORATE-WIDE SEMINAR

“Titan’s Surface: Icy Highlands and Hydrocarbon Lakes?” by Seran G. Gibbard. 2 p.m., Trailer 2128, room 1000. Contact: Alan J. Wootton, 2-6533.

Thursday
3

INSTITUTE FOR SCIENTIFIC COMPUTING RESEARCH

“Structure and Modeling of Weighted Complex Networks,” by Marc Barthelemy, Commissariat a l’Energie Atomique. 10 a.m., Bldg. 451, room 1025 (property protection area). Contact: Edmond Chow (CASC) 3-1915, or Leslie Bills. 3-8927.

IOAC TECHNICAL SEMINAR

“Growing Program, Exciting Opportunities.”

Friday
4

B DIVISION

“The Advanced Simulation and Computing (ASC) Program,” by Tom Adams. 11 a.m.; Naval Postgraduate School in Monterey (location at NPS undecided). Contact: Brenda Foster, 3-8257, or see <http://npslectures.llnl.gov>.

Monday
7

BIOSECURITY & NANOSCIENCES LABORATORY

“Patterning Membrane Functions Using Light,” by Atul Parikh, UC Davis. 2 p.m., Bldg. 151, room

1209. All attendees need to be badged. Contacts: Jim De Yoreo, 3-4240, or Josie Morgado, 2-7181.

BBRP/UC DAVIS

“The BioBriefcase - Role in Homeland Security,” by Allen Christian. 4 p.m., UC Davis, Plant and Environmental Sciences Building, room 3001. Contact: Brenda Foster, 3-8257, UC Davis, 530-754-4331, or <http://ucdlectures.llnl.gov>.

Tuesday
8

H DIVISION

“Spectroscopic Study of Shock-Induced Molecular Dynamics at a

Metal-Liquid Interface,” by James Patterson, University of Illinois. 10:30 a.m., Bldg. 211, room 137 (controlled area). Contact: Choongshik Yoo, 2-5848, or Darlene Klein, 4-2868.

BIOSECURITY & NANOSCIENCES LABORATORY SEMINAR

“Controlled Growth of Carbon Nanotube Architectures and Devices,” by Nathan Franklin, University of California, Santa Barbara. 2 p.m., Bldg. 155, room 1101 auditorium. All Attendees need to be badged. Contact: Alex Noy, 4-6203, or Josie Morgado, 2-7181.

Wednesday
9

ELECTRONICS ENGINEERING

“Risk and Ethics: The Impact of Emerging Technology on Society,” by William E. Kastenberg, UC Berkeley. 1:30 p.m., Bldg. 170, room 1091. Contact: Lisa Henson, 3-2441.

NAVAL POSTGRADUATE SCHOOL

“Self-forming, Self-healing WLANs for UAVs, UVGs and AUVs,” by Dave Netzer, Alex Bordetsky and Chris Manuel. 3 p.m., Bldg. 155 auditorium. Reception to follow. Contact: Brenda Foster, 3-8257, or <http://npslectures.llnl.gov>.

Diversity makes for 'best workforce'

By Don Johnston
NEWSLINE STAFF WRITER

Bryan Bandong has not forgotten the plight of many of those who live in rural areas of his native Philippines.

Bandong, deputy division leader for operations of the Chemical Biology and Nuclear Science Division, along with other members of the Tri-Valley's Filipino-American community, provide direct support for community-based health programs throughout the far-flung Philippine islands through Tambalan International.

"I grew up in the Philippines and I know what it's like for many people," Bandong says, noting that while the country has made progress under democracy, many areas of the Philippines suffer from rampant infectious disease and a lack of health care.

Through Tambalan, a Pleasanton-based all-volunteer, nonprofit organization founded in 1994, "we are able to pay a doctor or a dentist to spend a year in the rural Philippines," he said.

In addition, members collect basic medical instruments and supplies no longer used by hospitals and doctors' offices and ship them to the Philippines.

Tambalan is an indigenous word meaning health or healing in a number of Filipino languages. A credo of the organization is that "the struggle for health is a struggle for social justice."

The organization also pays for teachers under the Child Hope Asia Philippines program to work with street children in Manila, the country's capital, and sponsors efforts to reunite these children with their families.

Closer to home, Bandong is active with local Filipino-American groups, such as the Filipino-Americans of Pleasanton, preserving Filipino cultural traditions and customs. "Our kids need to be linked back to the Filipino traditions we grew up with," he says.

For example, at Christmas they celebrate "novena," the traditional early morning mass the nine days before Christmas. "We celebrate Christmas a bit differently. It's centered around the church and like in the Philippines, it is a community affair and not so much an individual family centered occasion."

The group also sponsors forums addressing problems faced by the Filipino-American community in the Bay Area, Bandong says, noting that at the height of the AIDS epidemic, Filipino-Ameri-



JACQUELINE MCBRIDE/NEWSLINE

Bryan Bandong

cans had the highest rate of HIV infection among ethnic groups, and at one point there was a high suicide rate among Filipino-American youth.

Other activities include holding dances, benefit concerts and cultural events to raise money for scholarships, assisting newly arrived Filipino immigrants and promoting fellowship among Filipino-Americans and the Tri-Valley communities.

Bandong was born in Texas, where his father was studying agriculture at Texas A&M University, but his family returned to the Philippines when he was 2 months old. In 1981, Bryan returned to Texas A&M as a graduate student in atomic physics at the university's Cyclotron Institute. He came to the Lab in 1990 as a postdoc in the Nuclear Chemistry Division.

Bandong has worked since the early 1990s to promote cultural awareness and diversity at the Laboratory through the Asian Pacific American Council (APAC). He was a member of a group of Asian Americans at the Lab that served as liaison to senior management at the time the Laboratory was dealing with the ramifications of the Wen Ho Lee espionage case, and he served as APAC president in 2001.

"I've seen increased awareness of cultural issues," he said, adding that he felt compelled to get involved in diversity issues because, "It's the right thing to do. I strongly believe in equal opportunity and equal rights for all individuals, regardless of age, gender, race or color. I believe a diverse population is the best workforce for the country."

After hours security posture along East Avenue corridor changed by Sandia officials

Starting next Friday, June 4, Lab employees and others who drive off hours on East Avenue between Vasco and Greenville will encounter a modified security posture.

During evening and early-morning hours, from 9 p.m. to 5 a.m., the yellow "pop-up" barriers will be normally maintained in the raised or "up" position. Sandia security personnel will lower the barriers for authorized individuals entering the site during those hours, as well as for individuals leaving.

For the first few weeks of implementation, extra patrol officers will be posted along East Avenue during the "raised" hours, to ensure that those entering or leaving the sites will have the barriers lowered promptly. Motorists will still be required to stop at the stop signs located in front of the pop-up barriers.

Mike Janes, public and media relations officer for Sandia, explained that there have been recent news reports about raising the nation's threat level. He emphasized that these changes to the East Avenue security posture have been in the works for some time and are totally independent of any pending or future changes to the national threat level or to the security condition levels at the two labs.

Janes also advised that there might be future alterations to the 9 p.m. to 5 a.m. schedule, depending on traffic flow.

Labwide A&S slotting list is now available

Employees may pickup a copy of the Labwide A&S slotting lists from the Benefits counter in Bldg. 571, room 1205 beginning Tuesday, June 1. (One copy per person.)

Benefits counter hours are from 8 a.m. to 4:45 p.m.

SAFETY

Continued from page 1

Teams. Call the hot-line if you suspect you are beginning to have or want to know how to prevent an ergonomic problem.

We are capable of achieving "best in class" levels in our safety performance. We have to do what it takes to get to that level — and mostly that means preventing those "commonplace" types of injuries such as trips and falls, improper lifting and ergonomics.

These types of injuries can be further reduced. We already do a great job in dealing with the more exotic hazards in our workplace. It's the more common industrial type accidents that are keeping us from achieving the next level of performance. We can achieve this through greater safety awareness.

I'm retiring at the end of June after 33 years at the Laboratory. Safety has been a constant theme in all

Environment, Safety and Health Fair coming

The Laboratory, in partnership with Sandia National Laboratories, is presenting the 2004 Environment, Safety, and Health Fair, on Wednesday, June 23, at the pool/picnic area. All employees are invited to the event, to be held from 11 a.m. until 1:30 p.m.

The Safety and Environmental Protection (SEP) Directorate is managing the Fair for the Laboratory. It reports that more than 30 LLNL/Sandia and outside exhibitors are scheduled to participate. Exhibits will cover workplace issues, but will also offer information useful in protecting people off the job.

Exhibits will cover a broad range of health and safety topics including office and non-office ergonomics, heat stress, fire and electrical safety, occupational safety, and coping with personal and work stress.

my assignments, from an engineer supporting a program, to a manager of a group, division and directorate to contributing to institutional policies and procedures. I've been pleased to work at a place that gives safety such a strong emphasis. I strongly believe the Lab is a safe place to work and that the people and the institution are continually seeking ways to make it safer. That's a role we can all share.

I look forward to seeing you at the Safety Fair as part of our continuing commitment to a safe workplace.



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